



May 1990

# Distribution and Composition of Employee Earnings and Hours—Australia Preliminary

Catalogue No. 6305.0

EMBARGOED UNTIL 11.30 A.M. 2 APRIL 1991

**DISTRIBUTION AND COMPOSITION OF EMPLOYEE  
EARNINGS AND HOURS, AUSTRALIA  
MAY 1990, PRELIMINARY**

**IAN CASTLES**  
Australian Statistician

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6305.0

EMBARGOED UNTIL 11.59 AM 5 APRIL 1991

DISTRIBUTION AND COMPOSITION OF EMPLOYEES  
BY INDUSTRY AND HOUR: AUSTRALIA  
MAY 1990, PRINTERS

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CAT. NO. 62-001

AUSTRALIAN BUREAU OF STATISTICS

Printed in Australia by P. J. GRILLS, Commonwealth Government Printer, Canberra

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## SPECIAL DATA SERVICE

A range of preliminary *unpublished data* from the Survey of Employee Earnings and Hours (EEH) is available on request. For further details see page 21 of this publication.

The ABS can provide as a *special data service*, additional preliminary 1990 EEH data in a format similar to the thirty two tables published in the May 1989 final publication (ABS Catalogue No. 6306.0).

This special data service will assist clients who require detailed preliminary data now. A charge is made for this service. Should you like to order any of these thirty two tables, please contact Regina Camara in Canberra on (06) 252 5325.

## SUMMARY OF FINDINGS

Care should be taken in interpreting estimates for managerial/non-managerial employees which are presented according to classification by occupation, as well as status of employee. See paragraph 10 of the Explanatory Notes (page 14). Because of methodological differences, estimates of average earnings from this survey vary slightly from the estimates obtained from the quarterly survey of Average Weekly Earnings (6302.0).

### Distribution of Earnings

Diagram 1 shows the relative distribution of all male and female employees by levels of weekly total earnings. The median weekly total earnings for all male employees in May 1990 was estimated as \$520.80, while the median female total earnings was \$360.90.

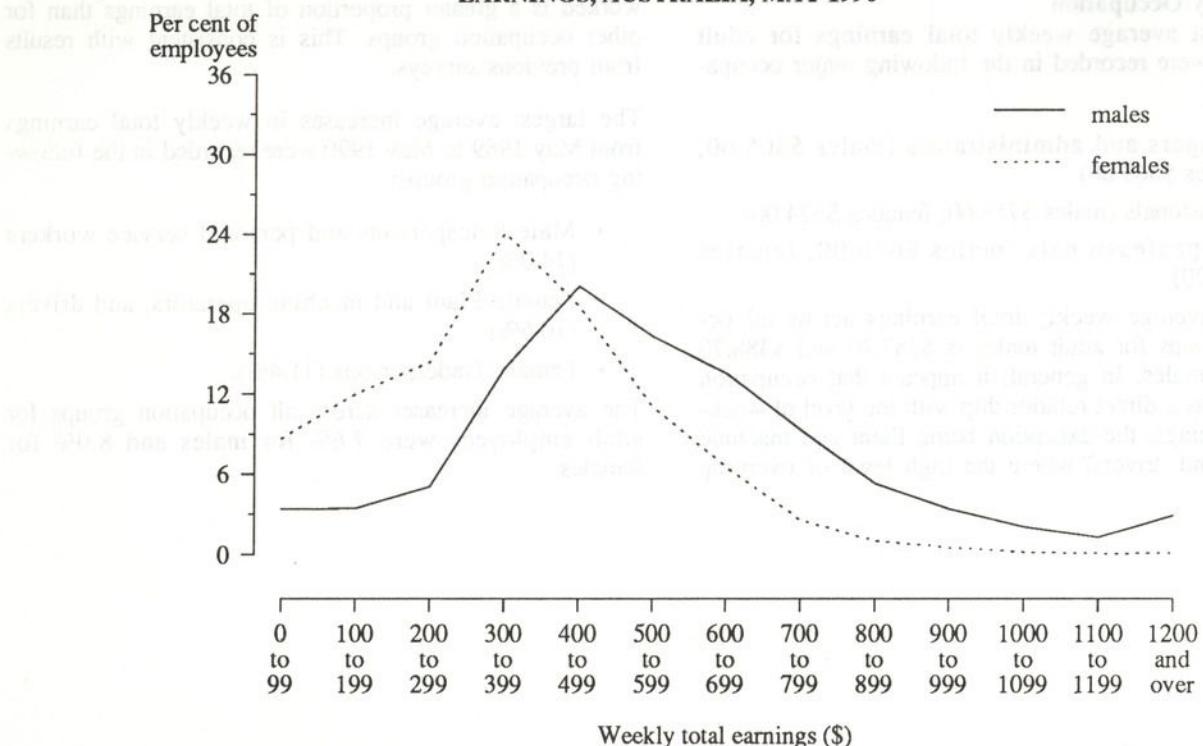
For full-time adult non-managerial employees, the estimated median weekly total earnings was \$533.30 for males and \$444.90 for females.

The concentration of females in the lower earnings ranges is apparent, with males predominating in the higher earnings ranges. The contributing factors to the differences are:

- Males account for 77.2 per cent of managerial employees.
- A high proportion (76.5%) of part-time employees are females.
- Male employees generally work more overtime than females and slightly more ordinary time hours.
- There are slightly more junior female employees (54.4%) than junior males (45.6%).

The remaining differences in the level and distribution of earnings result from occupation and industry structure of male and female employment.

**DIAGRAM 1: DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1990**



### Composition of Earnings

The award or agreed base rate of pay component of average weekly total earnings for adult non-managerial employees in May 1990 was \$479.00 (males \$494.50, females \$451.40). For juniors it was \$256.40 (males \$254.60, females \$258.20). This component of earnings showed a greater percentage increase for full-time non-managerial junior employees (males 8.1%, females 7.1%), than for adults (males 6.7%, females 5.6%), between May 1989 and May 1990.

The overaward pay component for full-time adult non-managerial employees comprised 2.5 per cent of average

weekly ordinary time earnings for males (\$12.80) and 1.5 per cent for females (\$6.90). For juniors, average overaward pay was \$4.40.

Average weekly overtime earnings for adults was \$44.40 (in respect of 2.2 hours of overtime paid for). For adult males, the average overtime earnings was \$62.20, while for females it was \$12.50. Juniors were paid an average of \$12.90 per week in respect of 1.1 hours of overtime paid for. Male juniors on average were paid \$18.50 and female juniors \$7.10 for overtime.

From May 1989 to May 1990, estimated average weekly earnings of full-time adult non-managerial employees increased by 6.3 per cent for males and 5.6 per cent for females. The comparable increases for estimated earnings of all employees from this survey were 8.1 per cent for males and 8.8 per cent for females.

The following table reflects the percentage of all components which comprise weekly total earnings for full-time adult non-managerial males and females in the private and public sectors.

**COMPOSITION OF EARNINGS AS A PERCENTAGE OF AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1990**

	Award or agreed base rate of pay	Payment by measured result	Overaward pay	Total ordinary time pay	Overtime pay	Total weekly earnings
- per cent -						
<i>Private sector-</i>						
Males	82.1	1.8	3.2	87.2	12.8	100.0
Females	93.6	0.6	2.5	96.7	3.3	100.0
<i>Public sector-</i>						
Males	92.3	0.2	0.4	93.0	7.0	100.0
Females	98.0	0.1	0.1	98.2	1.8	100.0

See Table 4 for estimates of the composition of Average Weekly Total Earnings, from which these proportions are derived.

### Earnings by Occupation

The highest average weekly total earnings for adult employees were recorded in the following major occupation groups:

- Managers and administrators (males \$805.60, females \$569.00)
- Professionals (males \$713.60, females \$524.00)
- Para-professionals (males \$656.00, females \$493.20).

Estimated average weekly total earnings across all occupation groups for adult males is \$587.70 and \$388.70 for adult females. In general, it appears that occupation skill level has a direct relationship with the level of weekly total earnings, the exception being Plant and machine operators, and drivers, where the high level of overtime

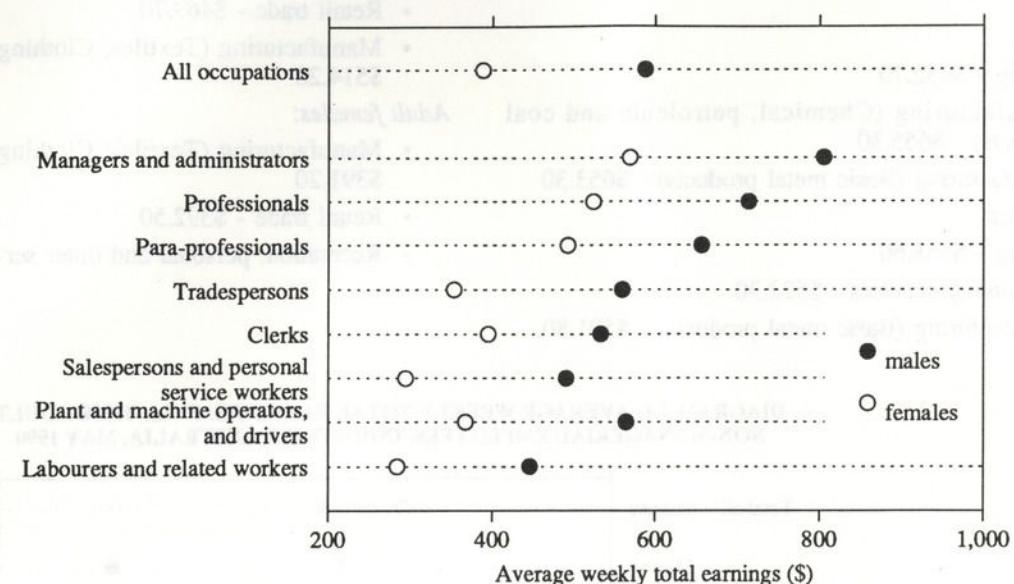
worked is a greater proportion of total earnings than for other occupation groups. This is consistent with results from previous surveys.

The largest average increases in weekly total earnings from May 1989 to May 1990 were recorded in the following occupation groups:

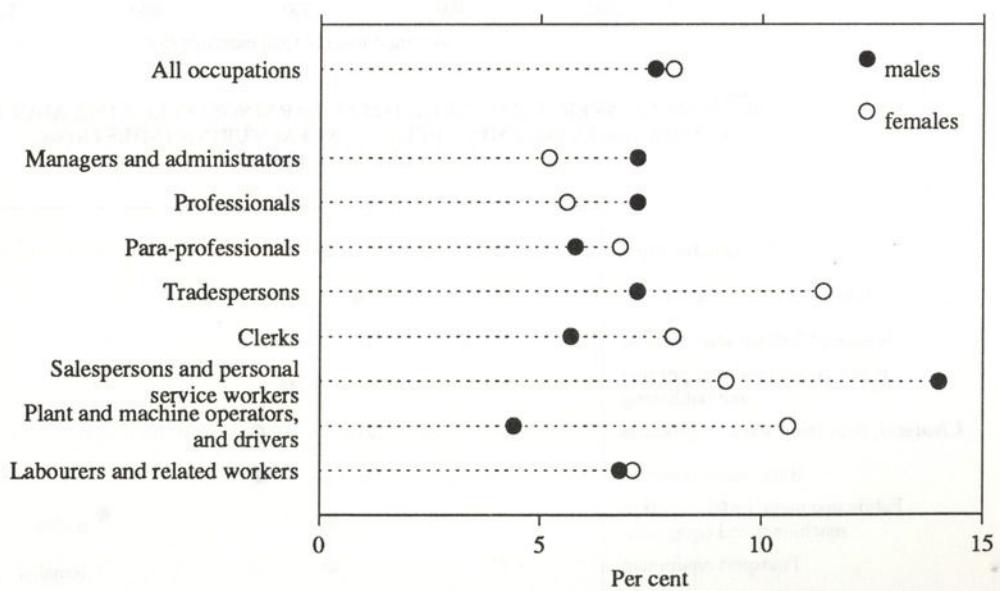
- Male Salespersons and personal service workers (14.0%)
- Female Plant and machine operators, and drivers (10.6%)
- Female Tradespersons (11.4%).

The average increases across all occupation groups for adult employees were 7.6% for males and 8.0% for females.

**DIAGRAM 2: AVERAGE WEEKLY TOTAL EARNINGS OF ALL ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990**



**DIAGRAM 3: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS OF ALL ADULT EMPLOYEES, BY MAJOR OCCUPATION GROUP, AUSTRALIA, MAY 1989 TO MAY 1990**



### Earnings by Industry

Table 6 shows the average weekly total earnings of full-time non-managerial employees by industry.

For full-time adult non-managerial employees, the highest average weekly total earnings were recorded in the following industries:

#### *Adult males:*

- Mining - \$852.70
- Manufacturing (Chemical, petroleum and coal products) - \$655.30
- Manufacturing (Basic metal products) - \$653.30

#### *Adult females:*

- Mining - \$558.60
- Community services - \$522.30
- Manufacturing (Basic metal products) - \$501.80.

Industries recording the lowest estimates of average weekly total earnings were:

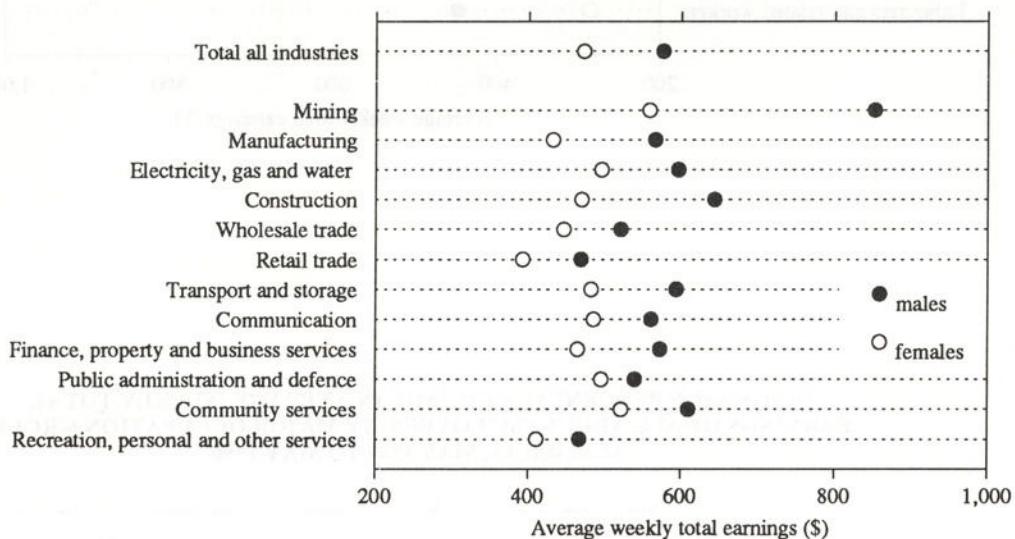
#### *Adult males:*

- Recreation, personal and other services - \$467.80
- Retail trade - \$469.70
- Manufacturing (Textiles; Clothing and footwear) - \$514.20

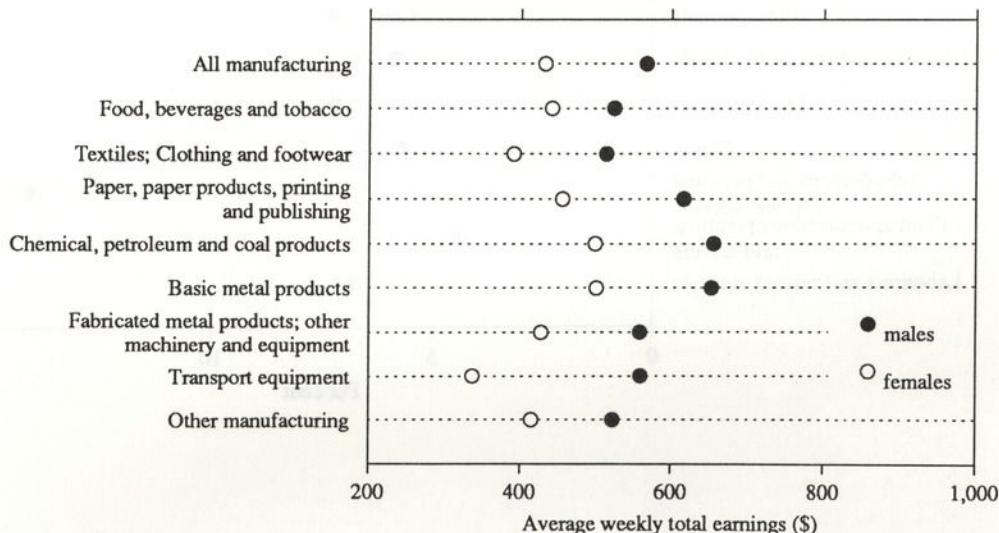
#### *Adult females:*

- Manufacturing (Textiles; Clothing and footwear) - \$391.20
- Retail trade - \$392.50
- Recreation, personal and other services - \$411.60.

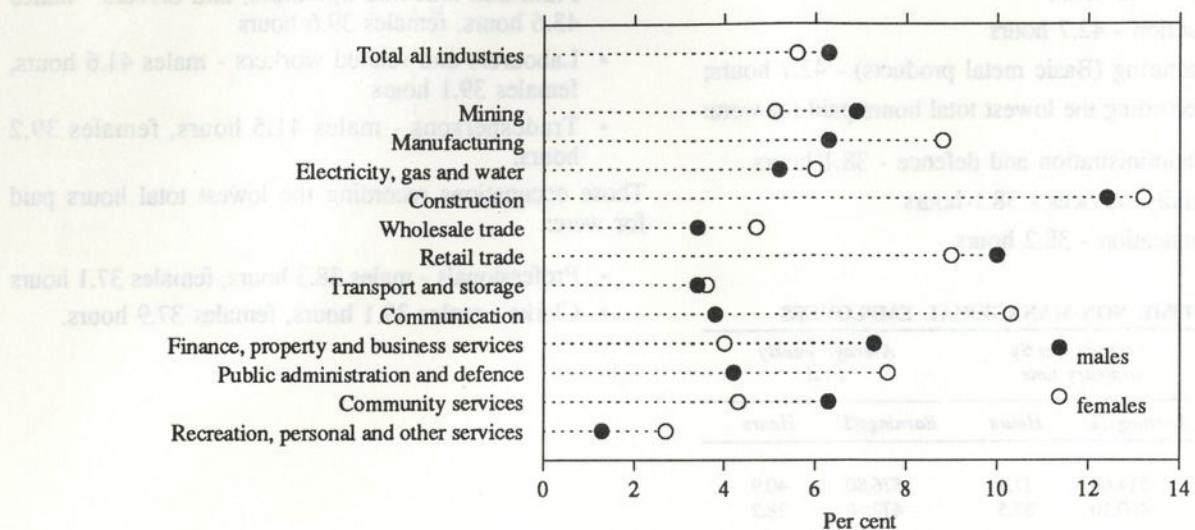
**DIAGRAM 4.1: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1990**



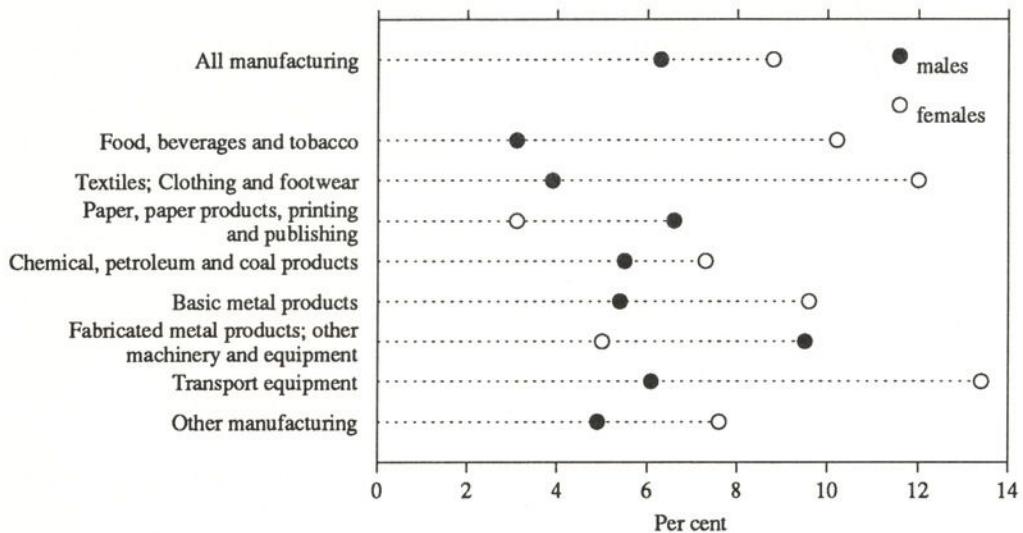
**DIAGRAM 4.2: AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MANUFACTURING INDUSTRIES, AUSTRALIA, MAY 1990**



**DIAGRAM 5.1: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1989 TO MAY 1990**



**DIAGRAM 5.2: PERCENTAGE CHANGE IN AVERAGE WEEKLY TOTAL EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, MANUFACTURING INDUSTRIES, AUSTRALIA, MAY 1989 TO MAY 1990**



#### Sector

Between May 1989 and May 1990, levels of average weekly ordinary time earnings increased at a faster rate for full time adult non-managerial private sector employees (males 7.5%, females 6.0%) than for the equivalent employees in the public sector (males 5.7%, females 5.4%)

The average weekly overtime earnings for private sector employees in May 1990 was \$73.20 for males and \$14.60 for females. This is considerably higher than the average weekly overtime earnings recorded for public sector employees, where males received \$41.40 and females \$9.40.

#### Average Weekly Hours Paid For (full-time adult non-managerial employees)

The number of average weekly ordinary time hours paid for was similar across industries for both full-time adult non-managerial males (37.9) and females (37.5). However, for total hours paid for, significant differences exist. Males work more overtime (3.0 hours) than females (0.7 hours).

Adult employees in the following industries recorded a high level of average weekly total hours paid for:

- Mining - 44.2 hours
  - Construction - 42.7 hours
  - Manufacturing (Basic metal products) - 42.7 hours;
- while those recording the lowest total hours paid for were:
- Public administration and defence - 38.1 hours
  - Community services - 38.1 hours
  - Communication - 38.2 hours

#### FULL-TIME NON-MANAGERIAL EMPLOYEES

	Average weekly ordinary time		Average weekly total	
	Earnings(\$)	Hours	Earnings(\$)	Hours
<i>Adult-</i>				
Males	514.60	37.9	576.80	40.9
Females	460.10	37.5	472.60	38.2
<i>Junior-</i>				
Males	261.70	37.9	280.30	39.5
Females	261.70	37.8	268.80	38.4

In terms of occupations, the highest average weekly hours were paid for:

- Plant and machine operators, and drivers - males 43.6 hours, females 39.6 hours
- Labourers and related workers - males 41.6 hours, females 39.1 hours
- Tradespersons - males 41.5 hours, females 39.2 hours.

Those occupations recording the lowest total hours paid for were:

- Professionals - males 38.3 hours, females 37.1 hours
- Clerks - males 39.1 hours, females 37.9 hours.

TABLE 1. DISTRIBUTION OF ALL EMPLOYEES AND FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1990

	Full-time adult non-managerial employees			All employees		
	Males	Females	Persons	Males	Females	Persons
— per cent —						
<i>Weekly total earnings (\$)—</i>						
Under 60						
60 and under 80	0.1	0.2	0.2	1.9	4.2	2.9
80 "	0.0	* 0.0	* 0.0	0.7	2.2	1.4
100 "	0.0	* 0.0	* 0.0	0.7	2.4	1.4
120 "	0.0	* 0.0	* 0.0	0.5	2.3	1.3
140 "	0.0	* 0.0	* 0.0	0.7	2.3	1.4
160 "	0.0	* 0.1	* 0.1	0.7	2.5	1.5
180 "	0.0	* 0.1	* 0.1	0.7	2.2	1.4
200 "	0.0	* 0.1	* 0.2	0.8	2.7	1.6
220 "	0.0	0.1	0.2	0.8	2.7	1.7
240 "	0.0	0.2	0.3	1.1	3.0	1.9
260 "	0.0	0.3	0.3	1.1	2.9	1.9
280 "	0.0	0.6	1.1	1.1	2.9	1.9
300 "	0.0	1.1	2.7	1.6	3.8	2.6
320 "	0.0	1.8	6.4	3.5	5.0	3.2
340 "	0.0	3.3	7.6	4.8	5.7	4.1
360 "	0.0	4.6	7.2	5.5	4.7	4.2
380 "	0.0	4.7	7.6	5.8	4.9	4.3
400 "	0.0	5.2	7.2	5.9	4.5	4.4
420 "	0.0	5.0	6.4	5.5	3.9	3.9
440 "	0.0	5.1	5.9	5.4	3.7	3.9
460 "	0.0	5.0	5.9	5.3	3.8	3.5
480 "	0.0	5.2	5.3	5.2	4.1	3.6
500 "	0.0	4.4	4.7	4.5	3.8	2.9
520 "	0.0	4.1	4.1	3.3	2.4	2.9
540 "	0.0	4.1	3.1	3.7	2.0	2.7
560 "	0.0	4.1	2.9	3.7	1.8	2.6
580 "	0.0	3.5	3.2	3.4	2.8	2.4
600 "	0.0	3.6	2.3	3.1	1.5	2.4
620 "	0.0	3.3	2.8	3.1	1.6	2.2
640 "	0.0	3.0	2.0	2.6	1.2	2.0
660 "	0.0	3.2	2.3	2.9	1.4	2.3
680 "	0.0	2.5	1.2	2.0	0.8	1.5
700 "	0.0	2.3	1.1	1.9	2.2	0.7
720 "	0.0	2.2	1.1	1.8	2.0	0.7
740 "	0.0	1.6	0.6	1.3	1.6	0.4
760 "	0.0	1.8	0.7	1.4	1.9	0.5
780 "	0.0	1.6	0.5	1.2	0.3	1.0
800 "	0.0	2.8	0.9	2.1	0.7	2.0
850 "	0.0	1.9	0.4	1.4	0.3	1.4
900 "	0.0	1.6	0.4	1.2	0.3	1.3
950 "	0.0	1.1	0.2	0.8	0.2	0.9
1,000 "	0.0	1.6	0.2	1.1	0.2	1.3
1,100 "	0.0	0.9	* 0.1	0.6	0.1	0.8
1,200 and over	0.0	1.8	* 0.1	1.2	2.9	1.7
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —						
Total employees(a)	2,256.3	1,263.0	3,519.3	3,173.9	2,478.0	5,652.0
— dollars —						
25th percentile	429.40	373.80	403.80	394.60	231.10	321.90
50th percentile (median)	533.30	444.90	496.00	520.80	360.90	445.50
75th percentile	672.20	547.10	631.20	691.50	480.60	606.60
Mean earnings	576.80	472.60	539.40	562.40	368.10	477.20

(a) See paragraph 7 of the Explanatory Notes.

TABLE 2. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990  
(dollars)

Occupation (ASCO major group)	Adult males		Adult females		Adult persons	
	Full-time employees	All employees	Full-time employees	All employees	Full-time employees	All employees
Managers and administrators	811.50	805.60	601.10	569.00	770.70	756.20
Professionals	758.00	713.60	613.90	524.00	699.30	626.90
Para-professionals	675.90	656.00	589.10	493.20	647.70	586.20
Tradespersons	568.70	559.90	431.80	353.50	560.70	541.40
Clerks	549.80	533.60	453.00	395.40	486.20	435.10
Salespersons and personal service workers	557.60	491.60	425.90	294.40	496.50	367.30
Plant and machine operators, and drivers	583.20	565.00	395.30	367.30	555.60	532.60
Labourers and related workers	493.40	446.40	390.50	284.10	465.60	380.50
All occupations	617.60	587.70	484.30	388.70	572.60	502.40

TABLE 3. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES IN MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990

Occupation (ASCO major group) (a)	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours	Earnings (\$)	Hours
MALES				
Professionals	681.40	37.4	705.70	38.3
Para-professionals	614.40	37.8	666.20	39.9
Tradespersons	492.60	37.9	569.30	41.5
Clerks	497.30	37.5	529.10	39.1
Salespersons and personal service workers	514.70	38.9	534.00	39.9
Plant and machine operators, and drivers	475.40	38.0	583.40	43.6
Labourers and related workers	424.20	37.9	493.00	41.6
All occupations(b)	514.60	37.9	576.80	40.9
FEMALES				
Professionals	588.50	36.8	595.20	37.1
Para-professionals	572.30	38.1	586.30	38.7
Tradespersons	404.70	37.9	426.90	39.2
Clerks	442.10	37.4	451.30	37.9
Salespersons and personal service workers	410.40	38.1	422.10	38.8
Plant and machine operators, and drivers	361.50	37.4	395.40	39.6
Labourers and related workers	369.40	37.8	390.80	39.1
All occupations(b)	460.10	37.5	472.60	38.2
PERSONS				
Professionals	638.90	37.2	655.10	37.7
Para-professionals	600.70	37.9	640.10	39.5
Tradespersons	487.70	37.9	561.40	41.4
Clerks	460.30	37.4	477.00	38.3
Salespersons and personal service workers	463.60	38.5	479.10	39.4
Plant and machine operators, and drivers	458.60	37.9	555.70	43.0
Labourers and related workers	409.40	37.8	465.40	40.9
All occupations(b)	495.00	37.8	539.40	40.0

(a) Employees classified to ASCO Major Group Managers and administrators are not shown separately in this table. See paragraph 10 of the Explanatory Notes.

(b) Includes occupations not separately classified.

TABLE 4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, SECTOR, AUSTRALIA, MAY 1990

Average weekly total earnings (\$)									
Average weekly ordinary time earnings									
	Award or agreed base rate of pay	Payment by measured result	Overaward pay	Total ordinary time	Overtime	Average weekly total earnings	Average weekly hours paid for		
PRIVATE SECTOR									
<i>Adult</i> —									
Males	468.70	10.50	18.20	497.40	73.20	570.60	38.1	3.7	41.8
Females	413.20	2.70	11.10	427.00	14.60	441.60	37.8	0.9	38.7
Persons	449.90	7.80	15.80	473.50	53.30	526.80	38.0	2.7	40.7
<i>Junior</i> —									
Males	249.40	1.60	6.40	257.30	20.10	277.50	38.0	1.8	39.8
Females	252.60	* 0.40	3.70	256.70	7.40	264.10	37.8	0.7	38.5
Persons	250.90	1.00	5.10	257.00	14.00	271.00	37.9	1.2	39.1
PUBLIC SECTOR									
<i>Adult</i> —									
Males	543.30	1.40	2.50	547.10	41.40	588.50	37.5	1.9	39.4
Females	509.10	0.50	0.60	510.20	9.40	519.50	37.0	0.4	37.5
Persons	529.90	1.00	1.70	532.60	28.80	561.50	37.3	1.3	38.6
<i>Junior</i> —									
Males	285.00	* 0.10	1.90	287.00	9.30	296.30	37.6	0.7	38.4
Females	288.10	* 0.00	* 0.10	288.20	5.40	293.50	37.5	0.5	38.0
Persons	286.50	* 0.10	1.00	287.60	7.30	294.90	37.6	0.6	38.2
TOTAL									
<i>Adult</i> —									
Males	494.50	7.30	12.80	514.60	62.20	576.80	37.9	3.0	40.9
Females	451.40	1.80	6.90	460.10	12.50	472.60	37.5	0.7	38.2
Persons	479.00	5.40	10.70	495.00	44.40	539.40	37.8	2.2	40.0
<i>Junior</i> —									
Males	254.60	1.40	5.70	261.70	18.50	280.30	37.9	1.6	39.5
Females	258.20	* 0.40	3.10	261.70	7.10	268.80	37.8	0.6	38.4
Persons	256.40	0.90	4.40	261.70	12.90	274.70	37.8	1.1	39.0

TABLE 5. AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME ADULT MANAGERIAL EMPLOYEES, SECTOR, AUSTRALIA, MAY 1990  
(dollars)

	Males	Females	Persons
Private	786.60	557.90	736.60
Public	925.10	806.10	902.40
Total	813.40	599.80	767.90

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1990

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
ADULT MALES				
Mining	690.30	37.4	852.70	44.5
Manufacturing	478.90	37.8	566.60	42.2
Food, beverages and tobacco	449.90	38.2	524.60	42.2
Textiles; Clothing and footwear	436.80	37.6	514.20	41.8
Paper, paper products, printing and publishing	516.10	37.1	616.30	41.4
Chemical, petroleum and coal products	559.00	37.5	655.30	41.8
Metal products, machinery and equipment	489.00	37.9	579.10	42.4
Basic metal products	548.60	38.3	653.30	43.1
Fabricated metal products; other machinery and equipment	468.90	37.8	559.10	42.4
Transport equipment	480.90	37.9	559.40	41.7
Other manufacturing	437.60	37.7	523.50	42.3
Electricity, gas and water	545.60	37.2	596.90	39.5
Construction	536.60	38.1	643.50	43.1
Wholesale and retail trade	459.40	38.5	495.80	40.6
Wholesale trade	482.80	38.1	522.00	40.3
Retail trade	436.10	38.9	469.70	40.9
Transport and storage	507.80	38.2	593.90	42.4
Communication	522.00	36.7	561.60	38.5
Finance, property and business services	539.80	38.1	572.70	39.8
Public administration and defence	511.10	37.2	540.40	38.7
Community services	582.10	37.7	609.80	38.8
Recreation, personal and other services	447.50	39.0	467.80	40.1
Total all industries	514.60	37.9	576.80	40.9
ADULT FEMALES				
Mining	511.70	38.2	558.60	40.5
Manufacturing	406.40	37.7	432.10	39.2
Food, beverages and tobacco	410.50	38.1	442.00	39.9
Textiles; Clothing and footwear	367.90	37.3	391.20	38.8
Paper, paper products, printing and publishing	434.40	37.3	455.80	38.6
Chemical, petroleum and coal products	471.20	37.5	499.80	39.2
Metal products, machinery and equipment	413.50	37.9	438.80	39.4
Basic metal products	478.80	37.8	501.80	39.0
Fabricated metal products; other machinery and equipment	406.80	37.9	428.10	39.2
Transport equipment	400.10	37.9	437.20	40.0
Other manufacturing	390.50	37.7	415.60	39.3
Electricity, gas and water	486.20	36.7	496.80	37.3
Construction	448.80	37.9	470.60	38.9
Wholesale and retail trade	403.10	38.0	413.50	38.7
Wholesale trade	435.00	37.8	446.50	38.5
Retail trade	382.90	38.1	392.50	38.8
Transport and storage	455.20	37.7	482.80	39.2
Communication	470.00	36.5	486.00	37.4
Finance, property and business services	454.20	37.5	465.00	38.0
Public administration and defence	488.30	36.7	496.80	37.1
Community services	515.50	37.3	522.30	37.6
Recreation, personal and other services	400.60	38.4	411.60	39.1
Total all industries	460.10	37.5	472.60	38.2

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1990—continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
ADULT PERSONS				
Mining	674.00	37.5	826.00	44.2
Manufacturing	460.70	37.8	532.80	41.5
Food, beverages and tobacco	440.10	38.1	504.10	41.6
Textiles; Clothing and footwear	395.60	37.4	440.60	40.0
Paper, paper products, printing and publishing	493.60	37.2	572.00	40.6
Chemical, petroleum and coal products	532.90	37.5	609.10	41.0
Metal products, machinery and equipment	475.50	37.9	553.90	41.9
Basic metal products	541.10	38.2	637.10	42.7
Fabricated metal products; other machinery and equipment	455.60	37.8	531.00	41.8
Transport equipment	467.80	37.9	539.60	41.5
Other manufacturing	427.80	37.7	501.00	41.7
Electricity, gas and water	539.20	37.1	586.10	39.3
Construction	528.30	38.1	627.10	42.7
Wholesale and retail trade	439.10	38.3	466.10	39.9
Wholesale trade	468.20	38.0	498.90	39.7
Retail trade	414.40	38.6	438.20	40.0
Transport and storage	499.10	38.1	575.60	41.9
Communication	508.40	36.7	541.80	38.2
Finance, property and business services	494.40	37.8	515.70	38.9
Public administration and defence	502.30	37.0	523.60	38.1
Community services	543.70	37.5	559.30	38.1
Recreation, personal and other services	426.00	38.7	442.10	39.6
Total all industries	495.00	37.8	539.40	40.0
JUNIOR MALES				
Mining	399.10	37.7	445.90	40.6
Manufacturing	256.60	38.0	281.40	40.2
Food, beverages and tobacco	260.40	38.1	299.50	41.1
Textiles; Clothing and footwear	239.00	38.3	275.90	42.4
Paper, paper products, printing and publishing	242.30	37.3	267.50	39.6
Chemical, petroleum and coal products	300.50	37.9	323.70	39.6
Metal products, machinery and equipment	273.80	38.0	298.00	40.0
Basic metal products	306.20	38.1	330.40	40.3
Fabricated metal products; other machinery and equipment	266.10	37.9	292.20	40.0
Transport equipment	276.00	38.1	295.50	39.6
Other manufacturing	234.90	38.2	254.90	40.2
Electricity, gas and water	301.20	36.9	314.10	38.0
Construction	291.70	37.6	311.80	39.2
Wholesale and retail trade	236.70	38.0	252.20	39.5
Wholesale trade	260.50	38.2	275.00	39.5
Retail trade	230.50	38.0	246.20	39.5
Transport and storage	281.90	38.1	317.30	41.0
Communication	297.10	36.9	297.10	36.9
Finance, property and business services	293.10	38.1	301.50	38.7
Public administration and defence	279.40	36.8	284.60	37.2
Community services	254.60	37.9	271.10	39.3
Recreation, personal and other services	241.30	38.9	260.60	41.0
Total all industries	261.70	37.9	280.30	39.5

TABLE 6. AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS AND HOURS PAID FOR: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1990—continued

Industry	Average weekly ordinary time		Average weekly total	
	Earnings (\$)	Hours paid for	Earnings (\$)	Hours paid for
JUNIOR FEMALES				
Mining	323.90	37.4	330.10	37.9
Manufacturing	272.20	37.8	287.30	39.0
Food, beverages and tobacco	268.90	37.2	298.00	39.4
Textiles; Clothing and footwear	270.40	37.2	295.30	39.3
Paper, paper products, printing and publishing	293.90	38.0	303.70	38.8
Chemical, petroleum and coal products	287.30	37.8	301.90	39.1
Metal products, machinery and equipment	258.80	38.1	264.30	38.6
Basic metal products	278.50	37.6	299.00	38.9
Fabricated metal products; other machinery and equipment	255.90	38.3	259.90	38.7
Transport equipment	266.20	36.8	266.20	36.8
Other manufacturing	276.00	37.9	293.10	39.4
Electricity, gas and water	331.90	36.8	333.40	36.9
Construction	266.20	37.5	271.70	38.0
Wholesale and retail trade	248.10	37.8	257.10	38.7
Wholesale trade	254.10	38.2	266.00	39.3
Retail trade	246.60	37.7	255.10	38.6
Transport and storage	276.60	37.6	283.30	38.2
Communication	311.40	36.4	315.80	36.7
Finance, property and business services	277.30	37.5	282.00	37.9
Public administration and defence	275.20	36.5	280.40	36.9
Community services	262.50	38.1	267.40	38.6
Recreation, personal and other services	222.90	38.8	227.50	39.3
Total all industries	261.70	37.8	268.80	38.4
JUNIOR PERSONS				
Mining	380.50	37.6	417.30	39.9
Manufacturing	260.30	38.0	282.80	39.9
Food, beverages and tobacco	262.90	37.8	299.10	40.5
Textiles; Clothing and footwear	261.90	37.5	290.10	40.2
Paper, paper products, printing and publishing	262.20	37.6	281.50	39.3
Chemical, petroleum and coal products	295.00	37.8	314.70	39.4
Metal products, machinery and equipment	271.00	38.0	291.70	39.7
Basic metal products	301.90	38.1	325.50	40.1
Fabricated metal products; other machinery and equipment	263.70	38.0	284.60	39.7
Transport equipment	275.50	38.0	294.00	39.4
Other manufacturing	238.70	38.2	258.40	40.1
Electricity, gas and water	308.70	36.9	318.80	37.7
Construction	288.90	37.6	307.40	39.1
Wholesale and retail trade	242.10	37.9	254.50	39.1
Wholesale trade	257.60	38.2	271.00	39.4
Retail trade	238.20	37.9	250.40	39.1
Transport and storage	279.70	37.9	303.70	39.9
Communication	302.80	36.7	304.60	36.8
Finance, property and business services	281.20	37.6	286.80	38.1
Public administration and defence	277.20	36.6	282.40	37.0
Community services	260.20	38.1	268.50	38.8
Recreation, personal and other services	227.80	38.9	236.20	39.8
Total all industries	261.70	37.8	274.70	39.0

## EXPLANATORY NOTES

### Introduction

This publication contains preliminary estimates obtained from a sample survey of employers conducted in May 1990. The survey is designed to provide statistics on the distribution of employees according to weekly earnings and hours, and on the composition of weekly earnings and hours for various categories of employees and principal occupations.

2. Final estimates will be published in *Distribution and Composition of Employee Earnings and Hours, Australia, May 1990* (6306.0) expected to be released in July 1991.

### Scope of the survey

3. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia; and
- employees on workers' compensation who are not paid through the payroll.

4. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses; and
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

### Survey design

5. A sample of approximately 9,400 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, public/private sector, industry and size of employment, and a simple random sample is selected from each stratum.

6. Employers with fewer than 10 employees are required to complete details for every employee, while those with 10 or more employees are required to select a random sample of their employees in accordance with instructions supplied by the ABS. Data for approximately 83,000 employees was obtained in the survey.

7. Although the sample is not designed specifically to provide estimates of numbers of employees, it is estimated that 3,173,900 male and 2,478,000 female employees are within the scope of the survey. These and other estimates of numbers of employees included in this publication should not be taken as measures of total employment in the categories indicated.

### Industry classification

8. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0). The following table shows details of the ASIC industries used in the publication (More detailed information may be available on request).

	<i>ASIC code</i>
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23,24	Textiles; Clothing and footwear
26	Paper, paper products, printing and publishing
27	Chemical, petroleum and coal products
29	Basic metal products
31,33	Fabricated metal products; other machinery and equipment
32	Transport equipment
25,28,34	Other manufacturing(a)
D	Electricity, gas and water
E	Construction
F	Wholesale and retail trade
47	Wholesale trade
48	Retail trade
G	Transport and storage
H	Communication
I	Finance, property and business services
J	Public administration and defence(b)
K	Community services
L	Recreation, personal and other services(c)

(a) Includes wood, wood products and furniture (subdivision 25); glass, clay and other non-metallic mineral products (subdivision 28); leather, rubber and plastic products and manufacturing not elsewhere classified (subdivision 34).

(b) Excludes permanent defence forces. (c) Excludes private households employing staff (subdivision 94).

NOTE: Division A, (Agriculture, Forestry, Fishing and Hunting) is excluded from the survey.

## **Occupation**

9. Occupation is classified to the Australian Standard Classification of Occupations (ASCO), based on the title and description of the job.

10. Care should be taken when comparing survey estimates based on ASCO groups with estimates based on the managerial/non-managerial status of employees, which is determined and reported by the employer. Estimates for employees with manager status include employees classified to ASCO categories other than the ASCO major group 'Managers and Administrators'; e.g. employees classified as Professionals according to ASCO may be categorised by employers as having managerial status. Conversely, tables in this publication which contain estimates for non-managerial employees (as defined by employers) will include some employees who would be classified to the ASCO major group 'Managers and Administrators'.

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## **Comparability of results**

12. Because of the substantially improved coverage of employers provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those for surveys conducted between 1974 and 1981.

13. Care should be taken when comparing the results of this survey with the quarterly series *Average Weekly Earnings, States and Australia* (6302.0), as a different sample design and survey methodology are used. The Average Weekly Earnings survey collects information relating to total employment of organisations selected in the survey, whereas results from the Employee Earnings and Hours survey are obtained in relation to a sample of employees within the organisations selected. In addition, the size of the sample for the Employee Earnings and Hours survey is much larger than that for the Average Weekly Earnings survey.

14. Because of the two stage sampling methodology used for this survey to arrive at a sample of employees, it is not possible to ensure that the representation of all the subgroups of interest in the sample accurately reflect their representation in the population.

15. Considerable care is taken in questionnaire design and in the instructions given to employers on how to select samples of their employees. All survey returns are subjected to careful editing to detect reporting errors, inconsistencies and transcription errors. Ultimately, however, the quality of survey results depends on the quality of the information provided by survey respondents and adherence to specified procedures.

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16. For information on the reliability of estimates see the Technical Note (Appendix A).

## **Related publications**

17. Users may also wish to refer to the following publications which are available on request:

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### Symbols and other usages

- \* relative standard error greater than or equal to 25 per cent. See the Technical Note (Appendix A).

20. Estimates of earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place.

21. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

### Electronic services

**DISCOVERY.** Key \*656# for selected current economic, social and demographic statistics.

**AUSSTATS.** Thousands of up-to-date time series are available on this ABS on-line service. For further information phone the AUSSTATS Help Desk on (06) 252 6017.

**TELESTATS.** This service provides:

- foreign trade statistics tailored to users' requirements. Further information is available on (06) 252 5404.
- text and tables for selected Main Economic Indicator publications. Further information is available on (06) 252 5405.

### Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.

## APPENDIX A

### TECHNICAL NOTE

#### **Introduction**

As the estimates in this publication are based on information relating to a sample of employers and employees, rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers and all employees. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

2. An asterisk appears against estimates in this publication where the sampling variability is considered too high for most practical uses (that is, a relative standard error equal to or greater than 25 per cent of the estimate — see paragraph 4 below).

#### **Reliability of estimates**

3. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error*, which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

4. Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. As it is not practicable to include the standard errors of all estimates in this publication, the tables below have been produced to give an indication of the magnitude of relative standard errors.

5. The figures in Table A provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in Table 1. An example of the use of Table A is as follows: the estimate for all male employees in the earnings range \$300 to \$320 is 1.6 per cent of the total number of male

employees (see Table 1). This represents approximately 50,000 males. Table A shows the standard error of the Australian estimate of 50,000 to be 7.1 per cent or 3,530 employees. There are about two chances in three that a complete collection would give a figure within the range 46,470 to 53,530 and about nineteen chances in twenty that the figure would be within the range 42,940 to 57,060.

6. Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings). An example of the use of Table B is as follows: Table 4 shows average overtime earnings of adult male full-time non-managerial employees (Australia) as \$62.20. Table B shows the approximate relative standard error for this estimate to be 3.4 per cent (i.e. about \$2.10). There are about two chances in three that a complete collection would give a figure within the range \$60.10 to \$64.30 and about nineteen chances in twenty that the figure would be within the range of \$58.00 to \$66.40.

7. The following notes give indications of relative standard errors which are not covered directly by the tables.

*Occupations.* Relative standard errors for estimates which appear in Tables 2 and 3 are generally less than 7 per cent.

*Private/public sector.* Relative standard errors relating to estimates of the private or public sector only are generally slightly higher than those for the private and public sectors combined.

*Full-time adult employees.* Relative standard errors are approximately the same as for full-time adult non-managerial employees (Table B).

*Full-time adult managerial employees.* Relative standard errors are slightly higher than those for full-time adult non-managerial employees (Table B).

*Average weekly hours paid for.* Relative standard errors of average weekly ordinary time hours paid for and average weekly total hours paid for are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA, MAY 1990

<i>Size of estimate (persons)</i>	<i>Standard error (number)</i>	<i>Relative standard error (per cent)</i>	<i>Size if estimate (persons)</i>	<i>Relative Standard error (number)</i>	<i>standard error (per cent)</i>
500	210	41.8	80,000	4,630	5.8
1,000	350	34.5	90,000	4,960	5.5
2,500	630	25.2	100,000	5,280	5.3
5,000	960	19.2	150,000	6,760	4.5
10,000	1,430	14.3	200,000	8,090	4.0
20,000	2,110	10.5	1,000,000	25,020	2.5
30,000	2,640	8.8	2,000,000	44,220	2.2
40,000	3,110	7.8	3,000,000	63,540	2.1
50,000	3,530	7.1	4,000,000	83,370	2.1
60,000	3,920	6.5	5,000,000	103,830	2.1
70,000	4,280	6.1	6,000,000	124,950	2.1

TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS OF FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1990  
(per cent)

	<i>Average weekly total earnings</i>						<i>Average weekly hours paid for</i>		
	<i>Award or agreed base rate of pay</i>	<i>Average weekly ordinary time earnings</i>		<i>Overtime</i>	<i>Total</i>	<i>Ordinary time</i>	<i>Overtime</i>	<i>Total</i>	
		<i>Payment by measured result</i>	<i>Over- award pay</i>						
<i>Adult—</i>									
Males	0.4	5.0	4.6	0.4	3.4	0.5	0.1	3.2	0.3
Females	0.4	11.0	6.1	0.4	4.8	0.4	0.1	5.2	0.1
Persons	0.4	4.9	4.1	0.3	3.4	0.4	0.1	3.1	0.2
<i>Junior—</i>									
Males	0.8	24.3	10.4	0.8	7.7	0.9	0.2	7.8	0.4
Females	1.1	33.0	15.5	1.1	11.2	1.2	0.4	11.4	0.4
Persons	0.6	21.2	8.7	0.7	6.7	0.7	0.2	6.8	0.3

TABLE C. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY ORDINARY TIME EARNINGS AND AVERAGE WEEKLY TOTAL EARNINGS OF FULL-TIME  
NON-MANAGERIAL EMPLOYEES, INDUSTRIES, AUSTRALIA, MAY 1990  
(per cent)

Industry	Adults						Juniors					
	Males		Females		Persons		Males		Females		Persons	
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings
Mining	1.9	2.1	2.2	3.6	1.9	2.1	4.8	4.8	5.4	6.0	4.1	4.3
Manufacturing	0.5	0.7	0.8	0.7	0.5	0.6	1.8	1.6	2.3	2.8	1.5	1.4
Food, beverages and tobacco	1.5	1.9	1.1	1.7	1.2	1.6	4.9	7.3	7.1	11.8	4.0	6.3
Textiles; Clothing and footwear	2.5	2.6	1.6	1.8	2.0	2.1	7.8	5.8	5.6	5.8	4.7	4.4
Paper, paper products, printing and publishing	2.1	2.1	1.9	1.7	1.9	1.5	3.5	6.2	3.2	3.7	3.0	4.0
Chemical, petroleum and coal products	1.7	2.1	2.4	1.7	1.7	2.0	4.0	5.5	4.5	6.0	3.2	4.3
Metal products, machinery and equipment	0.7	1.0	1.2	1.3	0.7	1.0	2.1	1.9	4.7	4.6	1.8	1.6
Basic metal products	0.9	1.3	2.6	2.9	0.9	1.3	3.4	3.3	10.7	14.2	4.1	3.9
Fabricated metal products; other machinery and equipment	1.3	2.0	1.3	1.5	1.2	1.8	2.9	2.4	5.6	5.3	2.4	2.0
Transport equipment	0.9	1.2	2.7	2.5	0.7	0.9	3.4	3.9	11.0	11.0	3.3	3.8
Other manufacturing	0.9	1.7	2.0	2.0	0.7	1.3	3.6	2.4	5.1	5.7	3.3	2.1
Electricity, gas and water	0.5	0.6	2.0	2.4	0.6	0.7	2.6	2.7	6.5	6.4	3.0	2.8
Construction	1.2	2.7	2.4	3.8	1.4	2.7	2.8	3.4	3.7	4.2	2.3	2.8
Wholesale and retail trade	1.1	1.1	1.1	1.0	0.8	0.8	1.5	1.8	1.9	1.9	1.0	1.2
Wholesale trade	1.7	1.5	1.7	1.7	1.4	1.3	3.0	2.7	3.8	4.2	1.9	2.1
Retail trade	1.3	1.7	1.8	1.7	1.0	1.1	1.5	2.1	2.1	2.1	1.2	1.4
Transport and storage	0.9	1.0	2.2	2.4	0.8	0.8	4.2	5.1	3.9	4.3	2.8	3.2
Communication	1.0	1.0	0.9	1.4	0.7	0.8	13.9	13.9	8.6	7.2	6.1	6.5
Finance, property and business services	2.0	2.1	1.5	1.4	1.6	1.6	1.6	2.0	2.2	2.4	1.8	2.0
Public administration and defence	1.0	0.9	0.7	0.8	0.6	0.5	4.3	4.3	3.6	3.6	3.3	3.3
Community services	0.7	0.7	0.5	0.6	0.5	0.5	3.2	4.3	2.6	2.5	1.8	2.2
Recreation, personal and other services	2.1	2.0	1.5	1.6	1.5	1.6	3.9	4.1	5.3	5.4	4.2	4.4
Total all industries	0.4	0.5	0.4	0.4	0.3	0.4	0.8	0.9	1.1	1.2	0.7	0.7

## APPENDIX B

### GLOSSARY

*Adult employees* are employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

*Award pay or agreed base rate of pay* refers to the award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

*Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

*Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

*Industry* is classified according to the Australian Standard Industrial Classification (see Explanatory Notes paragraph 8).

*Junior employees* are those employees who are not adults as defined.

*Managerial employees* are adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment.

*Mean (or average) earnings or hours* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

*Median earnings or hours* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

*Non-managerial employees* are those who are not managerial employees as defined.

*Occupation* is classified according to the Australian Standard Classification of Occupations (ASCO) (see Explanatory Notes paragraphs 9 to 11).

*Ordinary time hours paid for* refers to employees' award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of annual leave, paid sick leave and long service leave taken during the reference period.

*Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

*Overtime hours paid for* refers to hours in excess of award, standard or agreed hours of work.

*Part-time employees* are those who are not full-time employees as defined.

*Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

*Percentiles* refer to any of a hundred divisions of an earnings or hours series. For example, 25 per cent of employees earn less than or equal to the 25th percentile and 75 per cent of employees earn less than or equal to the 75th percentile.

*Reference period* for the survey refers to the last pay period ending on or before 18 May 1990.

*Sector*. Public sector includes local government authorities and all government departments and agencies created by, or reporting to, the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

*Weekly ordinary time earnings* of employees refers to one week's earnings for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

*Weekly total earnings* of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

*Weekly total hours paid for* refers to the hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees

who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

For every 100 hours worked, only those hours worked less than 40 hours will count towards the 40-hour weekly limit.

For each employee to receive the award you must pay 10 hours (8%) above the 40 hours entitlement, so anything 10 hours or greater above 40 hours will be counted as overtime hours. This is because the award is based on 40 hours per week, so anything more than 40 hours will count as overtime hours.

For example, under the award 10 hours extra worked would qualify for overtime pay if the employee worked 40 hours or more in a week.

For example, if an employee worked 40 hours in a week, and then worked another 10 hours, they would be entitled to 10 hours extra pay. If the employee worked 40 hours in a week, and then worked another 10 hours, they would be entitled to 10 hours extra pay.

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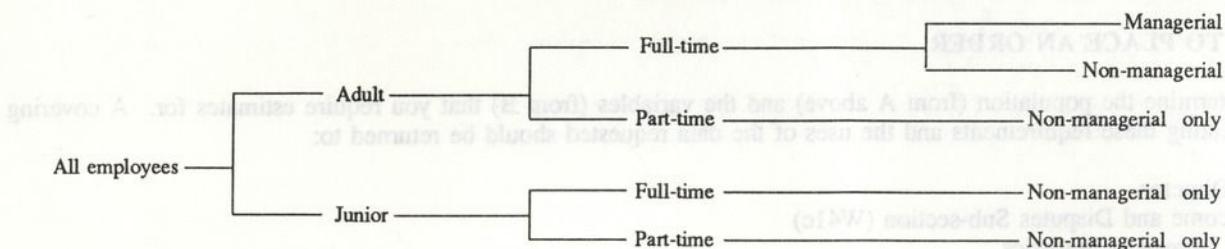
## APPENDIX C

### ADDITIONAL DATA AVAILABLE ON REQUEST

A range of unpublished data is available from the Survey of Employee Earnings and Hours on request. The populations and variables available are listed below.

#### **A. POPULATIONS**

The variables listed below are available in respect of each of the following populations:



#### **B. VARIABLES**

The following variables are available from this survey (subject to the reliability of the estimates)

##### **Composition of earnings**

- Average weekly total earnings
- Average weekly ordinary time earnings
- Award or agreed base rate of pay (includes allowances)
- Overaward pay
- Payment by measured result
- Overtime

##### **Composition of hours paid for**

- Average weekly total hours paid for
- Average weekly ordinary time hours paid for
- Average weekly overtime hours paid for

##### **Average hourly earnings**

- Distribution of earnings and hours paid for (a)**
- Distribution of weekly total earnings
- Distribution of weekly ordinary time earnings
- Distribution of weekly overtime earnings
  
- Distribution of weekly total hours paid for
- Distribution of weekly ordinary time hours paid for
- Distribution of weekly overtime hours paid for

##### **State/Territory**

- New South Wales
- Victoria
- Queensland
- South Australia
- Western Australia
- Tasmania
- Northern Territory
- Australian Capital Territory
- Australia

##### **Sector**

- Private sector
- Public sector
- Total all sectors

##### **Industry (b)**

- Mining
- Manufacturing
  - Food, beverages and tobacco
  - Textiles; Clothing and footwear
  - Paper, paper products, printing and publishing
  - Chemicals, petroleum and coal products
  - Metal products, machinery and equipment
  - Basic metal products
  - Fabricated metal products; other machinery and equipment
  - Transport equipment
  - Other manufacturing
  - Electricity, gas and water
  - Construction
  - Wholesale and retail trade
    - Wholesale trade
    - Retail trade
  - Transport and storage
  - Communication
  - Finance, property and business services
  - Public administration and defence
  - Community services
  - Recreation, personal and other services
  - Total all industries

##### **Gender**

- Males
- Females
- Persons

<b>Occupation</b>	<b>Size of firm (number of employees)</b>
ASCO major group (as shown in Table 2)	Under 20
	20 - 49
ASCO minor group (2 digit codes)	50 - 99
ASCO unit group (4 digit codes)	100 - 499
	500 - 999
	1,000 and over

- (a) Earnings and hours ranges can be specified to suit individual requirements.  
 (b) Information at a finer level of detail may also be available.

### C. HOW TO PLACE AN ORDER

Firstly, determine the population (from A above) and the variables (from B) that you require estimates for. A covering letter indicating these requirements and the uses of the data requested should be returned to:

Assistant Director  
 Labour Income and Disputes Sub-section (W41c)  
 Australian Bureau of Statistics  
 P.O. Box 10  
 Belconnen ACT 2616

If you wish to discuss individual requests, especially in regard to the reliability of estimates for particular cross-classifications, before you place an order please phone Regina Camara on Canberra (06) 252 5325.

Requests can be sent by facsimile to (06) 251 5486.



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Printed in Australia by P.J. GRILLS, Commonwealth Government Printer, Canberra  
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2063050012902

ISSN 1031-0231

Recommended retail price: \$10.00